DEPARTMENT OF THE NAVY
NAVY PERSONNEL COMMAND
5720 INTEGRITY DRIVE
MILLINGTON TN 38055-0000

1401
PERS-00
23 Aug 16

From: Commander, Navy Personnel Command
To: President, FY-17 Information Warfare Community Command
        and Milestone Screen Board

Subj: ORDER CONVENING THE FY-17 INFORMATION WARFARE COMMUNITY
        COMMAND AND MILESTONE SCREEN BOARD

Ref: (a) FY-17 Administrative Selection Board Precept

Encl: (1) Board Membership
        (2) Administrative Support Staff
        (3) Board Authorized Selections
        (4) Panel Membership

1. **Date and Location.** This administrative selection board, consisting of you as president and the members listed in enclosure (1), is ordered to convene at Navy Personnel Command, Millington, TN, at 0800, 29 August 2016, or as soon as practicable thereafter. The board shall proceed in accordance with all guidance in this letter and the FY-17 Administrative Selection Board Precept, reference (a).

2. **Function**

    a. The function of the board is to recommend Information Warfare Community (IWC) officers for Captain (O6) Command and Milestone, Commander (O5) Command and Milestone, and Carrier Strike Group (CSG) IW Commander assignments. The board will also recommend IWC Acquisition Corps (AC) eligible Captains and Captain (Selects) for nomination to Major Acquisition Corps or as Major Program Managers.

    b. To ensure that standards of performance are maintained, the board will also review for continued eligibility, officers previously "screened," who were "banked" and have not yet reported as Commanding Officers by the board convening date. Those officers whose records, in the opinion of a majority of the board members, indicate significant decline in performance, or contain material subsequent to the last board that casts doubt upon their qualifications to serve as a Commanding Officer, shall be reported to the Deputy Chief of Naval

Subj: ORDER CONVENING THE FY-17 INFORMATION WARFARE COMMUNITY
COMMAND AND MILESTONE SCREEN BOARD

Personnel. This report shall include a recommendation regarding
continuation on the Command Screened list, as appropriate for
their paygrade. The purpose of this review is to ensure the
continuing quality of officers selected for Command.

3. **Board Authorized Selections**

a. Command and Milestone Panels. The total number of
candidates that may be recommended for O5/O6 Command and
Milestone is outlined by panel and listed in Enclosure (4).

b. Acquisition Corps Nominative Panel. The AC Nominative
Screen goal is to select qualified IWC officers (from
designators 1800, 1810, 1820 and 1830) to compete for major
acquisition command or major program manager positions in the
Systems Commands Slating Panels. The total number of candidates
that may be selected is listed in Enclosure (3).

c. Officer "Bank". Each Command Screening Group (panel),
to include the CSG IW Commander panel, will screen to a "bank"
vice specific availability to allow for flexibility in
detailing. Officers that screen for Command may not be offered
Command in FY-17. These selectees will receive the proper
"Command Screen Result (CSR)" code and remain eligible for
future orders. If not serving in a Command billet when
subsequent IWC Command and Milestone Boards convene, these
"banked" officers will rescreen as outlined in paragraph 2.b.

d. Qualified/Insufficient Opportunity (QIO). In each
Command Screening Group (panel) there may also be officers who
miss selection because of the limited quotas, but whose record
clearly meets selection criteria. The board should identify
such officers to the recorder. Those officers will also be
annotated in the recorder's ledger. Those names will be
promulgated in the Post Board Report, ranked in order of merit
(priority) by the board, and not published. Should a need arise
during the fiscal year for an additional officer to fill a
screen-required assignment after the bank is depleted, a QIO
officer shall be considered qualified and additional
administrative procedures need not be pursued. PERS-47B
(IWC/FAO Assignments Deputy Division Director) will, through
fiscal year 2017, allocate QIOs in priority order when required.
Upon adjournment of the FY-18 IWC Command and Milestone Board,
the FY-17 QIO list is nullified.

e. <u>Promotion Status and Eligibility</u>. Officers, whose
promotions to O5 or O6 remain held in abeyance by NPC PERS-8
action on the board convene date, shall not be eligible for this
board.

f. <u>O6 IWC Command Selection and Slating</u>. IWC Captains who
are board-selected to serve as commanding officers are
considered eligible to serve in any IWC O6 Command. This does
not apply to IWC Captains selected by the AC Nominative Panel.

4. **Additional Guidance**. The below information is provided to
clarify community requirements and any specific needs, but in no
way should replace the Best and Fully Qualified Standard of
reference (a).

a. Sustained superior performance across a wide spectrum of
challenging jobs with operational excellence and leadership
demonstrated in at least one IWC specialty is the cornerstone to
success for all IWC officers.

(1) Oceanography (1800/6460): Demonstrated leadership
and expertise across the full Meteorological and Oceanographic
(METOC) spectrum is the bedrock of Naval Oceanography. Superior
performance in challenging assignments both within and outside
the Oceanography Community is an indicator of a successful
officer and future community leader. Assignments and
responsibilities for Oceanography (OCEANO) officers extend
beyond the technical fields of meteorology, oceanography, and
hydrography to encompass all aspects of developing and
exploiting information in naval warfare. Leaders of the
oceanography community must have a proven record of technical
expertise, leadership, and experience supporting Navy and joint
operations. Additionally, as a science and technology
community, Oceanography has PhD-coded billets. Officers
selected for PhD programs will have up to three additional years
of NOT OBSERVED fitness reports. Past performance and future
potential to lead and innovate should be duly considered for
these officers. Under a science and technical waiver, Joint
Professional Military Education (JPME) is not required to remain
a due-course officer. However, the oceanography community
values Joint Qualification, to include progress towards
qualification, and experience gained during our limited Joint
Assignments. While all 1800 officers will have a Master's of
Science degree in Meteorology and/or Physical Oceanography prior
to selection to commander, additional graduate level education
in science, business, management, foreign affairs, or education
fields is valued for all OCEANO officers (1800 and 6460

designator). LDOs should be considered with the understanding
that their career paths will not mirror that of a typical 1800,
specifically that they are unable to attend Naval Postgraduate
School or Naval War College; however, since they often
demonstrate strong technical and leadership attributes, their
records should receive due diligence and be considered fully
qualified.

(a) Considerations for selection to O5 Milestone:
All qualified OCEANO officers will have successfully completed
an O4 Milestone tour as a Strike Group Staff METOC, a large deck
OA Division Officer or a Navy Special Warfare (NAVSPECWAR) Cross
Functional Team Officer-in-Charge (OIC). Superior performance
in these pivotal career assignments is highlighted with
qualifications such as Staff Battle Watch Captain, Tactical
Action Officer, Officer of the Deck Underway, in addition to
sound METOC counsel across the full spectrum of operations.
Exceptional leadership is another key element for selection to
senior positions within the oceanography community.

(b) Considerations for selection to O5 Command: All
qualified OCEANO officers will have successfully completed an O4
Milestone tour as a Strike Group Staff METOC, a large deck OA
Division Officer or a Navy Special Warfare (NAVSPECWAR) Cross
Functional Team Officer-in-Charge (OIC). Superior performance
in these pivotal career assignments is highlighted with
qualifications such as Staff Battle Watch Captain, Tactical
Action Officer, Officer of the Deck Underway, in addition to
sound METOC counsel across the full spectrum of operations.
Exceptional leadership is another key element for selection to
senior positions within the Oceanography Community. Candidate
will have also completed Command Qualification and successfully
screened for O5 Milestone. Completion of OCEANO O5 Milestone is
not required.

(c) Considerations for selection to O6 Command:
Demonstrated success in O5 Command is the best indicator of
potential success in O6 Command. Strong performance as a
Numbered Fleet Oceanographer should be considered as a good
indicator for potential success in O6 Command for those not
having had a O5 Command tour. Programmatic and/or policy
experience at major staffs such as OPNAV, BUPERS/NPC, SECNAV,
the Joint Staff or Office of Secretary of Defense (OSD) are
highly desired. Equally critical are skills and experience
gained at the Naval Meteorology and Oceanography and Information
Dominance Forces Headquarters. Advanced education, including
PhDs, and the officer's ability to lead large numbers of highly

skilled civilians and/or lead in some of the Navy's most
challenging technical assignments should be duly considered.
Under a Science and Technology waiver,
Joint Qualified Officer Designation is not required for Flag
selection in the Oceanography Community and therefore not a
requirement for O6 Command.

(d) Sequencing for Oceanography O5 screen panels:
The FY-17 IWC Command and Milestone Screen Board will first
screen for Milestone. Successful screen for Oceanography O5
Milestone will be a prerequisite for O5 Command screen. All O5
Oceanography officersin PYG 16 who screen for Milestone will
become eligible for the FY-17 O5 Command screen panel. Officers
in PYG 17 will screen for Milestone but are not eligible for the
Command screen panel.

(2) <u>Cryptologic Warfare (CW) (1810)</u>: The Cryptologic
Warfare community is built on a technical knowledge of the IW
warfighting domain (specifically electromagnetic spectrum and
cyberspace) coupled with operational experience and sustained
superior performance. CW core mission areas are Signals
Intelligence (SIGINT), Cyber, and Electronic Warfare. CW
operational capacity is principally organized into IWC Commands
(NIOCs, NCWDG, NCDOC) and are presented to the supported
commander in both the Fleet and joint arena. CW officers
typically develop deep foundational SIGINT and Cyber expertise
in assignments at Cryptologic Centers and NSA/CSS. For SIGINT
and EW, officers demonstrate expertise in the tactical embedded
maritime and expeditionary environment. For Cyber, CW officers
demonstrate tactical and operational proficiency under the
operational control of U.S. Cyber Command (USCYBERCOM); its
naval component command U.S. Fleet Cyber Command (FLTCYBERCOM),
and NSA while assigned administratively to NIOCs, NCDOC, or
NCWDG. While shore-based, these commands operate 24/7 at the
cyber tactical edge and integrate tactically and operationally
with fleet and joint forces in planning and executing operations
worldwide. CW officers have command opportunities at both the
O5 and O6 level. The majority of these command opportunities
are dual-hatted within the C10F global mission as Commander Task
Force/Group (CTF/CTG) with either regional or functional
missions or both. These commanding officers consequently must
possess unimpeachable credentials, deep technical and
operational experience, superior performance, and character
conducive to leadership in command that is innovative and bold,
thinks creatively and challenges assumptions, and takes well-
calculated risks to maximize effectiveness.

Subj: ORDER CONVENING THE FY-17 INFORMATION WARFARE COMMUNITY
COMMAND AND MILESTONE SCREEN BOARD

(a) Considerations for selection to O5 Milestone:
Candidate officers will have demonstrated outstanding leadership
and technical acumen in previous O4 milestone and major staff
assignments. Operational experience includes Fleet Cyber
Command and FCC/C10F subordinate commands, Individual
Augmented/Global War on Terrorism Support Assignments (IA/GSA),
assignments at Numbered Fleet, Carrier and/or Expeditionary
Strike Group (CSG/ESG), Amphibious Squadron (PHIBRON), Special
Warfare (SPECWAR), U.S. Cyber Command, or Combatant Commander
Staff. Progress toward Joint Qualified Officer (JQO)
qualification is valued, though not a requirement for selection.
Advanced education (Master's degree, Doctoral Degree, or post-
graduate technical certifications) in the areas of Science,
Technology, Engineering and Mathematics (STEM) is highly valued
prior to O5 Milestone. The strongest candidates will have
demonstrated success in an O4 milestone tour and have leadership
experience as an XO or OIC.

(b) Considerations for selection to O5 Command:
Candidates will have demonstrated sustained superior performance
in leadership positions and demonstrated proficiency in CW core
mission areas. Candidates will have successfully completed
Command Qualification and O5 Milestone screening. Completion of
CW Milestone is not required. Progress toward JQO qualification
is valued, though not a requirement for selection. Advanced
education (Master's degree, Doctoral Degree, or post-graduate
technical certifications) in the areas of Science, Technology,
Engineering and Mathematics (STEM) is highly valued. The
strongest candidates will possess documented successful
leadership experience as Executive Officer, OIC, Department Head
or other coded Navy or Joint leadership positions

(c) Considerations for selection to O6 Command:
Candidates will possess sustained superior performance in
previous milestone as well as major staff assignments.
Candidates will be top performers among officers already gated
through the Best and Fully qualified promotion criteria, who
have achieved expertise in one CW core mission area, and display
uncommon proficiency in several areas. Candidates will have
successfully completed command qualification. Failure to have
served in what is a now-codified IW Commander Milestone
assignment should not be disqualifying, since O5 Milestone
positions for CW officers were created and have been evolving in
the last five years. Advanced STEM education and/or post-
graduate technical certifications are also valued. Full JQO
completion is valued, though not a requirement for selection.
Previous experience as an Executive Officer is highly valued.

Subj: ORDER CONVENING THE FY-17 INFORMATION WARFARE COMMUNITY COMMAND AND MILESTONE SCREEN BOARD

The strongest candidates will have previously served as a Commanding Officer. There is insufficient opportunity for all qualified candidates to serve as an O5 Commanding Officer, thus is not a prerequisite for selection to O6 CW Command.

(d) Sequencing for Cryptologic Warfare O5 screen panels: The FY-17 IWC Command and Milestone Screen Board will first screen for Milestone. Successful screen for CW O5 Milestone will be a prerequisite for O5 Command screen. All O5 Cryptologic Warfare officers in PYG 16 who screen for Milestone will become eligible for the FY-17 O5 Command screen panel. Officers in PYG 17 will screen for Milestone but are not eligible for the Command screen.

(3) <u>Information Professional (1820)</u>: Demonstrated expertise and operational performance in Information disciplines and Information Professional (IP) core competencies including communications, combat systems, space operations, network operations, offensive and defensive cyber operations, electromagnetic spectrum management, information assurance, and knowledge management in operational assignments is the cornerstone of success for IP Officers. Future leaders of the IP community must have a proven record of leadership, at sea or in Naval Special Warfare/expeditionary operational tours and demonstrated technical IP expertise supporting Naval and Joint operations. The most competitive officers will have diversity in assignments to include OPNAV or major headquarters staff, Numbered Fleet and/or Type Commander, assignments in combat zones, and a balance between afloat staffs and ship's company or squadron/detachment tours. Space Cadre experience and acquisition experience are also valued, in addition to operational assignments. Additionally, geographic diversity within an Officer's career is highly valued as it demonstrates a depth of experience and knowledge of global Navy operations and reflects a willingness to serve where needed. As the IP Community is a lateral transfer based community, many officers will have a variety of assignments prior to their lateral transfer to the Information Professional Community. Boards are encouraged to examine an officer's entire record to assess leadership, critical thinking, operational experience, advanced technical graduate education and technical expertise that would translate to success in O-5/O-6 afloat and ashore milestone and command assignments.

(a) Considerations for selection to O-5 Milestone: Qualified officers will have demonstrated outstanding leadership

and technical acumen in an O-4 Milestone assignment. O-4
operational experience includes assignments to Numbered Fleet
Commander staffs, Strike Group staffs (CSG and/or ESG),
Amphibious Squadron (PHIBRON), Destroyer Squadron (DESRON)
staffs, CVN/LHA/LHD Combat Systems or C5I departments,
Expeditionary and SPECWAR units and/or lateral transfer
equivalent (operational Combat Systems/Operations/Engineering or
Commander Task Force staff tours), and Network Operations
assignments at Naval Computer and Telecommunications Area Master
Stations (NCTAMS), Navy Computer and telecommunications Stations
(NCTS), and their detachments and Cyber National Mission Force
(CNMF), Cyber Protection Teams (CPT) or Combat Mission Teams
(CMTs). The strongest candidates will also have achieved STEM
technical graduate education, be fully qualified in IP
Intermediate qualifications, completed Joint Professional
Military Education Phase I, and/or attained civilian technical
certifications such as those required for Cybersecurity
Workforce (CSWF) qualification. Progress toward JQO
qualification is highly valued, though not a requirement for
selection.

        (b) Considerations for selection to O-5 Command:
Qualified officers will have demonstrated sustained superior
performance in an O-4 Milestone assignment. Candidates will
also have completed Command Qualification and successfully
screened for O-5 Milestone. The community values officers who
have demonstrated leadership experience in Officer in Charge,
Executive Officer, Department Head, Cyber National Mission Force
(CNMF), Cyber Protection Team (CPT) or Combat Mission Team
(CMTs) Lead, or other comparable Navy/Joint leadership
positions. The strongest candidates will additionally have
completed an O-4 OIC/XO job and achieved advanced technical
graduate education in a STEM related field, and be fully
qualified in IP Advanced and Intermediate qualifications,
completed Joint Professional Military Education Phase I, and/or
civilian technical certifications such as those required for
Cybersecurity Workforce (CSWF) qualification. Progress toward
JQO qualification is highly valued, though not a requirement for
selection.

        (c) Considerations for selection to O-6 Milestone:
Qualified officers will have demonstrated outstanding leadership
and technical acumen in an O-5 Milestone assignment. O-5
Milestone operational experience tours include assignments to
Numbered Fleet Commander and forward deployed Joint Task Force
staffs as N6/J6, Deputy N6/J6, Strike Group (CSG and/or ESG)
staffs as N6 or N6A/KMO, CVN Combat Systems Officer or LHA/LHD

C5I Department Heads, and/or lateral transfer equivalent, the
Afghanistan-Pakistan (AFPAK) Hands Program, DEVGRU/NSW N6,
NETWARCOM NETOPS Officer, NCTAMS PAC and NCTAMS LANT Operations
Officer. Some officers may also have served in cross-detailed
assignments to other IWC community billets (OCEANO, CW, or
Intel). Successfully completing an Information Warfare
Community cross-detail tour is also considered a strong
indicator of future leadership potential. The strongest
candidates will additionally have achieved advanced technical
graduate education in STEM related field, be fully qualified in
IP Advanced qualifications, completed Joint Professional
Military Education Phase I, and/or civilian technical
certifications such as those required for Cybersecurity
Workforce (CSWF) qualification. Progress toward JQO
qualification is highly valued, though not a requirement for
selection.

        (d) Considerations for selection to O-6 Command:
Qualified officers will have demonstrated sustained superior
performance in an O-5 Milestone. Candidates will also have
completed Command Qualification and successfully screened for
O-6 Milestone. The community values officers who have success-
fully demonstrated leadership experience as Commanding Officer,
Chief of Staff/Chief Staff Officer, Executive Officer,
CVN/LHA/LHD Department Head, Officer in Charge, Cyber National
Mission Force (CNMF), Cyber Protection Team (CPT) or Combat
Mission Team (CMTs) Leader or other comparable Navy/Joint
leadership positions. Experience on a major staff and prior
programmatic and/or policy experience is also desirable. The
strongest candidates will additionally have achieved advanced
technical graduate education in a STEM related field, be fully
qualified in IP Advanced qualifications, completed Joint
Professional Military Education Phase I and are progressing
towards JQO and JPME Phase II completion, and/or civilian
technical certifications such as those required for Cyber-
security Workforce (CSWF) qualification. Progress toward JQO
qualification is required. Completion of JQO before selection
is expected, but not mandatory.

        (e) Sequencing for all Information Professional
screen panels: The FY-17 IWC Command and Milestone Screen Board
will first screen for milestone. The prerequisite for O5
Command screen is completion or current assignment in an
Information Professional O5 milestone assignment. The pre-
requisite for O6 Command screen is one year past selection to

O6 and successful screening for O6 milestone. All prerequisites
must be met by the convening date of the IWC Command and
Milestone Screen Board.

    (4) <u>Intelligence (1830)</u>: Leadership, demonstrated
professional warfighting competence, and sustained superior
performance are the hallmarks of a successful Naval Intelligence
Officer. Senior Intelligence Officers must possess a well-
rounded career that demonstrates proven leadership, Navy and
Joint operational proficiency and expertise in conducting and
providing operational intelligence (OPINTEL) across the full
spectrum of Naval operations. Officers may have expertise in
one or more specialized mission areas - although specialization
should be limited to 2-3 tours for O5s and 3-4 tours for O6s.
These include SPECWAR, Strike Warfare/Targeting, and human
intelligence (HUMINT). The intelligence community is also
investing in growing expertise in collection operations, and
intelligence support to cyber and undersea warfare mission
areas.

    (a) A limited number of Naval Intelligence billets
support the DoD-wide, joint service RAIDER CUTLASS initiative.
Officers selected to perform these sensitive duties are
extensively screened and complete demanding proficiency training
and multiple-tour operational assignments that can preclude them
serving in traditional command and milestone billets. Until
such time as an alternative career path for these officers is
firmly established, they should continue to be screened for
milestone and command assignments.

    (b) Considerations for selection to O5 Milestone:
Officers will have successfully completed and exhibited superior
performance in mid-career milestone (as an O3 or O4) and staff
assignments. Mid-career milestone tours typically include
assignments with a CSG or ESG, SPECWAR, PHIBRON, ship's company
(CVN, LHA/LHD), Carrier Air Wing, DESRON, HUMINT, AFPAK Hands
and IA/GSA tours. Changes to the milestone list that removed LT
SPECWAR and expeditionary assignments should not be seen as
devaluing these assignments, but as a re-balance to focus on
LCDR positions. Staff assignments may include HQ staff (joint
or Navy), Intel Center, Numbered Fleet, Training command, or
TYCOM. Professional competence and leadership experience should
be documented in fitness reports where the officer's performance
traits clearly exceed that of his or her peers.

    (c) Considerations for selection to O5 Command:
Candidates will have successfully screened for milestone duty,

will have completed Command Qualification, and will have
demonstrated sustained superior performance in positions of
leadership. Demonstrated successful leadership in critical
operational assignments (afloat and/or ashore) is highly valued,
as is substantiated leadership and management of personnel, and
major staff experience at assignments such as OPNAV, Numbered
Fleet, U.S. Fleet Forces Command, U.S. Pacific Fleet, or
Combatant Commands. Advanced education is highly desired, as is
JPME Phase I and progression toward JQO Qualification. The
intelligence community has a critical need for at least one
officer selected for O5 command to have experience in theater
Anti-submarine Warfare (T-ASW) or Integrated Undersea
Surveillance System (IUSS). This number should only be attained
if there is a sufficient number of officer(s) determined best
qualified among those fully qualified officers who possess that
qualification.

        (d) Considerations for selection to O6 Command:
Officers must have completed Command Qualification and
demonstrated sustained superior performance in operational
leadership and major staff assignments. Top candidates will
have demonstrated substantiated leadership and management of
personnel, and superior leadership in critical O5 operational
assignments such as Numbered Fleet, CSG/ESG/SIO, Naval or Joint
SPECWAR, HUMINT, or other operationally focused assignments.
RAIDER CUTLASS-assigned officers are exempted from the
requirement to serve in an O5 milestone assignment, though they
remain eligible to do so. O6-level IA/GSA forward-deployed
tours in theater are considered on par with more traditional O6
operational assignments. Major staff experience includes
assignments at OPNAV, Numbered Fleets, IWC TYCOM, U.S. Fleet
Forces Command, U.S. Pacific Fleet, and/or Combatant Commands.
Advanced education and JPME Phase I should be completed and JQO
qualification is highly desired. The intelligence community has
a critical need for at least one officer selected for O6 command
to have significant PACOM theater expertise and one officer
selected to have significant CENTCOM experience. These numbers
should only be attained if there is a sufficient number of
officer(s) determined best qualified among those fully qualified
officers who possess those qualifications.

        (e) Sequencing for all Intelligence screen panels:
The FY-17 IWC Command and Milestone Screen Board will first
screen for Milestone. Successful screen for Intelligence O5
Milestone is a prerequisite for O5 Command screen. Officers in
PYG 17 will screen for O5 Milestone but are not eligible for the
Command screen panel. All O5 Intelligence officers in PYG 16

who successfully screen for Milestone will become eligible for
the O5 Command screen panel. There is no O6 Milestone screen,
although specific experience in critical operational O6
assignments (afloat and ashore) that have significant scope,
complexity, leadership and depth of expertise requirements will
continue to award O6 milestone credit and be highly valued. O6
intelligence officers in PYG 14, 15, and 16 are eligible for
command screening.

    (5) CSG Information Warfare Commander (1800/1810/-
1820/1830): The Information Warfare Commander will lead
planning, execution, and integration of all information warfare
capabilities across the CSG to assure command and control,
generate predictive battlespace awareness, deliver integrated
non-kinetic and kinetic fires and effectively maneuver across
the electromagnetic spectrum. Superior performance in
challenging assignments across Navy and Joint commands is an
indicator of a successful officer who will succeed in this
critical warfighting position. Leaders serving as the
Information Warfare Commander in a Carrier Strike Group (CSG)
must have a proven record of IW operational expertise,
leadership, and broad experience in Navy and Joint operations.

    (a) Considerations for selection for CSG Information
Warfare Commander: Exceptional leadership is a key element for
selection to this critical position. All qualified OCEANO, CW,
IP and Intel officers will be in or have successfully completed
O6 command tour. Candidates will all be top performers among
officers already selected as the best and fully qualified for
both promotion and major command.

    (b) The strongest officers will have demonstrated
superior performance in O4 and/or O5 operational assignments, to
include CSG/ESG, numbered Fleet, ship's company, or other
operational assignments relevant to CSG operations.
Additionally, they must have experience in multiple IW mission
areas and experience integrating Information Warfare
capabilities into multi-domain warfighting missions. Officers
must be able to serve 24 months as Information Warfare Commander
prior to statutory retirement to be considered for the
assignment.

    (6) Acquisition Corps (AC): All candidates have board
screened for Acquisition Corps membership (APM/G/J/T) as defined
by ASN RDA Defense Acquisitions Workforce Improvement (DAWIA)
Operating Guide (June 2014). These professionals have
demonstrated exceptional analytical and decision-making

capabilities, superior job performance, and gained qualifying acquisition experience. Earning membership into the Acquisition Corps is a critical step in preparation for acquisition leadership, but is not enough. The best qualified candidates will have demonstrated professional competence and sustained superior performance in challenging assignments as delineated by each designator's community values. Those selected will comprise an elite group of acquisition professionals with the skills and attributes required to lead and effectively manage the defense acquisition process. Candidates must have completed Command Qualification but screening for O6 Command within designator specific panels is not a requirement for eligibility.

K. R. WHITESELL

BOARD MEMBERSHIP
FY-17 INFORMATION WARFARE COMMUNITY O-5/O-6 COMMAND AND
<u>**MILESTONE SCREEN SELECTION BOARD**</u>

1.   <u>Information Warfare Community O-5/O-6 Command and Milestone Screen Board:</u>

VADM Michael M. Gilday, USN, 1110 (President IW Commander panel only)
RADM Matthew J. Kohler, USN, 1860 (President)
RADM Nancy A. Norton, USN, 1860
RADM Robert D. Sharp, USN, 1860
RDML Timothy C. Gallaudet, USN, 1860
RDML Steven L. Parode, USN, 1860
CAPT Katherine A. Mayer, USN, 1820
CAPT William E. Chase III, USN, 1820
CAPT Michael A. Brookes, USN, 1830
CAPT Douglas A. Peabody, USN, 1830
CAPT Jeffrey S. Scheidt, USN, 1810
CAPT John A. Okon, USN, 1800
CAPT Steven J. Averett, USN, 1820
CAPT Robert W. Witzleb, USN, 1800
CAPT William A. Lintz, USN, 1810
CAPT Sean R. Heritage, USN, 1810
CAPT Ralph R. Smith III, USN, 1830
CAPT Ronald R. Shaw, Jr., USN, 1800

ADMINISTRATIVE SUPPORT STAFF
FY-17 INFORMATION WARFARE COMMUNITY O-5/O6 COMMAND AND
MILESTONE SCREEN SELECTION BOARD

1. CAPT Michael J. Vernazza, USN, will act as a recorder with the following personnel acting as assistant recorders:

CDR Harold T. Cole   CDR Kelly E. Taylor
LCDR Robert B. Conner   LCDR Phillip P. Menard, VII

The recorder or an assistant recorder will be present during all deliberations.

2. The following person is designated to serve as the board sponsor:

CAPT Heidi Berg

3. The following personnel are designated to serve as administrative support staff to the board:

RDML Kenneth R. Whitesell   LCDR John M. Connally
CAPT Heidi K. Berg   LCDR Michael J. Disch
CAPT Bruce J. Black   LCDR David R. Flowers
CAPT Bradley J. Cordts   LCDR Andrew Greenlees
CAPT Paul L. Dinius   LCDR Michael S. Hill
CAPT Sean P. Fagan   LCDR Johnny W. Kelley
CAPT Mark C. Holley   LCDR Stephen P. Milloway
CAPT Douglas P. Howell   LCDR Christopher C. Muller
CAPT Mary E. Lewellyn   LCDR Michael S. Newman
CAPT Gary D. Martin   LCDR Timothy D. O'Brien
CAPT John F. Meier   LCDR Eric A. Polonsky
CAPT Jeri L. O'Neill   LCDR Patrick W. Prag
CAPT Martin L. Pompeo   LCDR Christopher J. Schlobohm
CAPT Sheryl S. Richardson   LCDR Jeremy S. Yarbrough
CAPT Henry P. Roux, Jr.   LCDR Billy W. Young
CAPT Cynthia M. Womble   LT Robert R. Allen
CDR Howard M. Bryant   LT Corey A. Bell
CDR Kertreck V. Brooks   LT Beau J. Blanchard
CDR Tricia A. Cronau   LT Stephen S. Cortez
CDR Paul J. Dee   LT Justin R. Fitzjarrald
CDR Benjamin J. Heinemeier   LT Simon S. Davies
CDR John C. Hazlett   LT Claire Geilfuss
CDR Steven J. Skretkowicz   LT Erin T. Janofski
CDR Michael L. Smith   LT Tramayne L. Jenkins
CDR Jeffrey C. Stevens   LT Jason C. Jensen
CDR Brett A. St. George   LT Maura K. Leary
LCDR Price W. Balderson   LT Ayman M. Mottaleb
LCDR David B. Clark   LT Christopher R. McHenry

ADMINISTRATIVE SUPPORT STAFF
FY-17 INFORMATION WARFARE COMMUNITY O-5/O6 COMMAND AND MILESTONE SCREEN SELECTION BOARD

LT Vincent N. Perry
LT Edward R. Polk
LT Jesus Rincon
LT Van E. Stewart
LT Drew E. Thompson
LT Donald J. Todorowski
LT Mickey J. Williams
LTJG Joseph C. Acevez
FLTCM(SW/AW) April D. Beldo
FORCM(SW/AW) Tuck E. Williams
CMDCM(SW/AW/NAC) Andy R. Wilson
CWO4 Joseph L. Sahagun
CWO4 Elbert D. Brown
CWO3 Lathaniel L. Wells
CMDCM James W. Osborne
PSCM(SW/AW) C. E. Christiansen
YNCM(SW/AW/EXW) Leo S. Godet
YNCS(IDW/SS) Jon Blish
SOCM(SEAL) Kris E. Welker
SOC(SEAL) Christian E. Baechli
BMC(EXW) Dana A. Brown
NCC William Young
PSC(SW/AW) Patrick R. Harris
PSC(AW) Catherine P. Kuntz
YNC(SW/AW) Joel A. Campbell
YNC(EXW/IDW/SCW) Byron J. Capps
YNC(AW) Raymond E. Boyd
YNC(IDW/SW) Lakeysha G. King
SBC(SWCC) Isaac R. Smit
YNC(EXW) Marquell Vance
YNC(SW) Lazandra P. Wolf
FC1(SW) Richard A. Neuer
OS1 Kathryn M. Paynter
YN1(SS) Christopher M. Church
YN1 Shannon N. Murray
YN1(SW) Joseph F. Scarlata
LN2(EXW) Courtney E. Countiss
LN2 Lauren M. Hauck
PS2(SW/AW) Christopher A. McCollough
PS2 Latoya A. Roberts
YN2 Christopher D. Brooks
YN2 Dexter A. Correll

YN2 Brandon D. Franklin
YN2 Frank L. Holland
YN1 Kaneisha S. Johnson
YN2(SW/AW) Aliscia L. Law
YN2 Kemario J. Latson
YN2 John T. Myrick
YN2(SW/AW) Alexis P. Williams
YN3 Michael A. Matos
Mr. Rodger Abernathy
Ms. Jacqueline S. Anderson
Mr. Steve A. Armstrong
Ms. Tracey Armstrong
Mr. Daryl L. Ballard
Ms. Alison Barnes
Mr. Julion A. Bend
Ms. Wendy Beyer
Mr. Robert C. Black
Mr. Norman L. Blake
Mr. Matthew T. Brooks
Mr. Brian D. Bourne
Mr. James W. Bowman
Ms. Patricia O. Boothe
Mr. Doug Burgess
Ms. B. J. Callis
Mr. Clarence Carver
Ms. Pam Carter
Ms. Janice Chambers
Mr. James C. Clemmons
Ms. Linda M. Coffield
Ms. Shannon A. Collins
Mr. Joel Cook
Ms. Sonya Y. Cox
Mr. John R. Crotts
Mr. Steven G. Cullen
Mr. James Cutter
Ms. Karen Dapsis
Mr. Bennie Davis
Mr. Jay C. Delfoe
Mr. Richard T. DeRousse
Mr. Bernard D. Dunn
Mr. Charles D. Eaton
Mr. David W. Fischer
Mr. Jeremy L. Fisher

ADMINISTRATIVE SUPPORT STAFF
FY-17 INFORMATION WARFARE COMMUNITY O-5/O6 COMMAND AND
MILESTONE SCREEN SELECTION BOARD

Mr. John Fleenor
Mr. Mike Foldes
Mr. John Frantz
Mr. Christopher Garner
Mr. Dennis Garza
Mr. Cornell D. Gaulmon
Mr. Bryan Gillentine
Mr. William H. Green
Mr. Keith Grover
Mr. Richard M. Hammer
Mr. Jim Hammerich
Mr. Dave Hard
Ms. Dorothy C. Harris
Mr. Max H. Hodge
Mr. David L. Howard
Ms. Rosalind Hudson-Phillips
Mr. Jeffery D. Jacob
Mr. Michael Jennings
Mr. Juan J. Jimenez
Mr. Carl E. Johnson
Mr. Douglas E. Johnson
Mr. John Johnson
Ms. Lorraine A. Johnson
Ms. Patricia A. Johnson
Ms. Crystal Jones
Ms. Melissa D. Jones
Mr. Steven P. Jones
Mr. Daniel G. Kay
Ms. Denise Keen
Ms. Shu J. King
Mr. Alex Kraus
Ms. Karen M. Kumnick
Mr. Randy L. Kurschner
Mr. David B. Lanham
Ms. Sonia Lewis
Mr. Thomas R. Lewis
Ms. Diane L. H. Lofink
Mr. Victor A. Loy
Ms. Nancy P. Lubiani
Ms. Oberia A. Malone
Mr. Donald P. Marshall
Mr. Paul D. Martin
Mr. Paul L. Martin

Mr. Richard P. Mason
Mr. Anthony L. Matthews
Ms. Karon D. Matthews
Mr. Martin McClain
Ms. Lynda C. McKinney
Mr. Christopher J. Meunier
Mr. Gerald M. Moy
Mr. Pratap Muratee
Mr. Corey A. Nichols
Mr. Tommy D. Owens
Ms. Keisha R. Parker
Mr. Drew R. Parmley
Ms. Doris A. Pembroke
Mr. Chuck Pennington
Mr. Richard S. Perry
Mr. James A. Price
Mr. Stephen R. Ranne
Ms. Amy C. Ray
Mr. Dondi Reed
Mr. Stanley Robinson
Mr. Jay A. Rublaitus
Mr. Tony V. Sanders
Ms. Cheryl L. Scott
Ms. Edna M. Shannon
Mr. Antoine Sharp
Mr. Michael P. Simrell
Ms. Angie L. Smith
Mr. Thor Smith
Ms. Ruby D. Snowden
Mr. Lee K. Staley
Mr. William A. Stephens
Ms. Lynnette Stinnett
Mr. Tim Suich
Ms. Jennifer M. Summers
Mr. Jim C. Tanner
Mr. Horace Taylor
Ms. Melerie Thompson
Mr. Robert J. Thompson
Mr. David C. Tidwell
Ms. Elizabeth A. Vaughn
Ms. Martha Uselton
Mr. Carl R. Waelde
Mr. Shawn Walther

ADMINISTRATIVE SUPPORT STAFF
FY-17 INFORMATION WARFARE COMMUNITY 0-5/06 COMMAND AND
MILESTONE SCREEN SELECTION BOARD

Mr. Brian L. Wenger
Mr. Timmy W. West
Ms. Jessica Whitfield
Mr. Christopher A. Wiley
Mr. Bob T. Wilkinson
Mr. Ed Willard
Ms. Sharlene Williams
Mr. Charles E. Wilson
Ms. Deborah A. Wilson
Mr. Jason T. Winfield
Mr. Wiley P. Winter
Mr. Darrence A. Wolfe
Ms. Mindee M. Wolven
Ms. Rebecca Yong
Mr. Alan D. Young
Mr. Christopher J. Zaller

BOARD AUTHORIZED SELECTIONS
FY-17 INFORMATION WARFARE COMMUNITY
COMMAND AND MILESTONE SCREEN BOARD

a. **Oceanography (1800)**

O6 Command
Eligible:
PYG 16 (4 Officers)
PYG 15 (1 Officer)
PYG 14 (1 Officer)
Total Records: 6
Selection Goal: 3

O5 Command	O5 Milestone
Eligible:	Eligible:
PYG 16 (4 Officers)	PYG 17 (14 Officers)
PYG 15 (4 Officers)	PYG 16 (6 Officers)
PYG 14 (3 Officers)	
Total Records: 11	Total Records: 20
Selection Goal: 6	Selection Goal: 11

b. **Cryptologic Warfare (1810)**

O6 Command
Eligible:
PYG 16 (11 Officers)
PYG 15 (5 Officers)
PYG 14 (3 Officers)
Total Records: 19
Selection Goal: 6

O5 Command	O5 Milestone
Eligible:	Eligible:
PYG 16 (23 Officers)	PYG 17 (25 Officers)
PYG 15 (21 Officers)	PYG 16 (5 Officers)
PYG 14 (11 Officers)	
Total Records: 55	Total Records: 30
Selection Goal: 5	Selection Goal: 25

c. Information Professional (1820)

O6 Command	O6 Milestone

Eligible:
   PYG 16 (8 Officers)
   PYG 15 (3 Officers)
   PYG 14 (4 Officers)
	Eligible:
	   PYG 17 (10 Officers)
	   PYG 16 (3 Officers)

Total Records: 15 Selection Goal: 5	Total Records: 13 Selection Goal: 4

O5 Command	O5 Milestone

Eligible:
   PYG 16 (6 Officers)
   PYG 15 (12 Officers)
   PYG 14 (13 Officers)
	Eligible:
	   PYG 17 (27 Officers)
	   PYG 16 (11 Officers)
	   PYG 15 (1 Officers)

Total Records: 31 Selection Goal: 2	Total Records: 39 Selection Goal: 18

d. Intelligence (1830)

O6 Command

Eligible:
   PYG 16 (11 Officers)
   PYG 15 (8 Officers)
   PYG 14 (7 Officers)

Total Records: 26 Selection Goal: 8

O5 Command	O5 Milestone

Eligible:
   PYG 16 (26 Officers)
   PYG 15 (26 Officers)
   PYG 14 (15 Officers)
	Eligible:
	   PYG 17 (31 Officers)
	   PYG 16 (6 Officers)

Total Records: 67 Selection Goal: 5	Total Records: 37 Selection Goal: 29

Enclosure (3)

e. **Acquisition Nominative (ACQ)**

06/06(SEL) ACQ
Eligible:
PYG 10 (1 Officers)
PYG 12 (1 Officers)
PYG 14 (1 Officers)
PYG 15 (1 Officers)
PYG 16 (1 Officers)
PYG 16 (2 Officers)
Total Records: 7
Selection Goal: 4

f. **IW Commander**

06 MAJOR COMMAND / 06 Post Major Command
Eligible:
PYG 10 (3 Officers)
PYG 11 (10 Officers)
PYG 12 (13 Officers)
PYG 13 (9 Officers)
PYG 14 (10 Officers)
PYG 15 (5 Officers)
Total Records: 50
Selection Goal: 12

Note: The selection goals may not be exceeded. The board is not required to select the number specified in each competitive category if, in the opinion of a majority of the members of the board, there is an insufficient number of officers that meet selection criteria.

Enclosure (3)

IW COMMANDER PANEL MEMBERSHIP
FY-17 INFORMATION WARFARE COMMUNITY O-5/O-6 COMMAND AND MILESTONE SCREEN SELECTION BOARD

1. Information Warfare Commander Panel Membership:

VADM Michael M. Gilday, USN, 1110 (President)
RADM Matthew J. Kohler, USN, 1860
RADM Nancy A. Norton, USN, 1860
RADM Robert D. Sharp, USN, 1860
RDML Timothy C. Gallaudet, USN, 1860
RDML Steven L. Parode, USN, 1860

2. Acquisition Panel Membership:

RADM Matthew J. Kohler, USN, 1860 (President)
RADM Nancy A. Norton, USN, 1860
RADM Robert D. Sharp, USN, 1860
RDML Timothy C. Gallaudet, USN, 1860
RDML Steven L. Parode, USN, 1860

3. IWC O-5 and O-6 Milestone and Command Panel Membership:

RADM Matthew J. Kohler, USN, 1860 (President)
RADM Nancy A. Norton, USN, 1860
RADM Robert D. Sharp, USN, 1860
RDML Timothy C. Gallaudet, USN, 1860
RDML Steven L. Parode, USN, 1860
CAPT Steven J. Averett, USN, 1820
CAPT Michael A. Brookes, USN, 1830
CAPT William E. Chase III, USN, 1820
CAPT Sean R. Heritage, USN, 1810
CAPT William A. Lintz, USN, 1810
CAPT Katherine A. Mayer, USN, 1820
CAPT John A. Okon, USN, 1800
CAPT Douglas A. Peabody, USN, 1830
CAPT Jeffrey S. Scheidt, USN, 1810
CAPT Ronald R. Shaw, Jr., USN, 1800
CAPT Ralph R. Smith III, USN, 1830
CAPT Robert W. Witzleb, USN, 1800